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| **Oral Proficiency Levels in the Workplace** | | | | |
| **ACTFL Level** | **ILR** | **Language Functions** | **Corresponding Professions/Positions** | **Examples of Who is Likely to Function at This Level?** |
| **Distinguished** | 5  4 | Ability to tailor language to specific audience, persuade, negotiate. Deal with nuance and subtlety. | Foreign Service Diplomat, Contract Negotiator, International Specialist, Intelligence Specialist | * Highly articulate, professionally specialized native speakers * Language learners with extended (17 years) and current professional and/or educational experience in the target culture |
| **Superior** | 3 | Discuss topics extensively, support opinions, hypothesize. Deal with linguistically unfamiliar situation. | University Language Professor, Financial Services Marketing Consultant, Foreign Area Officer, Lawyer, Judge, Court Interpreter | * Well-educated native speakers * Educated language learners with extended professional and/or educational experience in the target language environment |
| **Advanced**  **High** | 2+  2 | Narrate and describe in past, present and future and deal effectively with an unanticipated complication | Physician, Human Resources Communications Consultant, Financial Services Senior Consultant, Quality Assurance Specialist, Marketing Manager, Financial Advisor, Broker, Military Linguist, Translation Officer | * Language learners with graduate degrees in language or a related area and extended educational experience in target environment |
| **Advanced Mid** | Banking and Investment Services Customer Service Representative, Fraud Specialist, Account Executive, Medical Interpreter, Patient Advocate, Court Stenographer, Court Interpreter, Human Resources Benefits Specialist, Technical Service Agent, Collection Representative, Estimating Coordinator | * Heritage speakers, informal learners, non- academic learners who have significant contact with language * Undergraduate majors with year-long study in the target language culture |
| **Advanced Low** | K-12 Language Teacher, Nurse, Social Worker, Claims Processor, Police Officer, Maintenance Administrator, Billing Clerk, Legal Secretary, Legal Receptionist. 911 Dispatcher, Consumer Products Customer Services Representative, Retail Services Personnel | * Undergraduate language majors |
| **Intermediate High** | 1+  1 | Create with language, initiate, maintain and bring to a close simple conversations by asking and responding to simple questions | Policeman, Fireman, Utilities Installer, Auto Inspector, Aviation Personnel, Missionary, Tour guide | * Language learners following 6-8 year sequences of study (AP, etc.) or 4-6 semester college sequence |
| **Intermediate Mid** | Cashier, Sales clerk (highly predictable contexts), Receptionist |
| **Intermediate Low** |  | * Language learners following 4 year high school sequence or 2 semester college sequence * Language learners following an immersion language program in grades K-6 |
| **Novice High** | 0+  0 | Communicate minimally with formulaic and rote utterances, lists and phrases | *The levels of proficiency associated with each of the positions above are minimal levels of oral proficiency based on task analyses.*  *The minimal levels were determined by subject matter experts from companies and agencies who use ACTFL proficiency tests.*  [**2015 American Council on the Teaching of Foreign Languages**] | * Language learners following content-based language program in grades K-6 |
| **Novice Mid** | * Language learners following 2 years of high school language study |
| **Novice Low** |